

CONDITIONS OF APPROVAL FOR CONVENTIONAL APPLICATION
FOR PERMIT TO DRILL

Well and/or Project Name

Operator: Skinner Oil & Gas LLC.

Well: Pickrel Federal 22-1-4770

Field Office: Buffalo Field Office
Address: 1425 Fort Street
Buffalo, Wyoming 82834

Office Telephone Number: 307-684-1100

The spud date will be reported electronically, (see website location above) to the Authorized Officer
24 HOURS BEFORE SPUDDING, unless otherwise required in site specific conditions of approval.

Spud Notice Site:
http://www.wy.blm.gov/minerals/og/og_notices/spud_notice.php

List of Wells:

	Well Name	Well #	Qtr/Qtr	Section	TWP	RNG	Lease #
1	Pickrel Federal 22-1-4770	22-1	SEnw	1	47	70	WYW151699

SITE SPECIFIC

Surface Use:

Please contact Andy Perez – Natural Resource Specialist, at (307) 684-1166, Bureau of Land Management, Buffalo, if there are any questions concerning COAs.

1. The improved template design access for the Pickrel 22-1 well (T47N, R70W, Sec. 1, SENW) that is to be used in conjunction with accessing federal wells must be fully built (including all water control structures such as wingditches, culverts, relief ditches, low water crossings, surfacing etc.) and functional to BLM standards as outlined in the 9113 Manual prior to drilling of the well.
2. Due to potential erosion and surface disturbance stabilization must be completed within 30 days of initiating construction for the following well and access, in manners consistent with the reclamation plan, these COAs including Appendix A, Reclamation Standards, and / or landowner desires – as appropriate to the jurisdiction:

	Well Name	Well #	Qtr/Qtr	Section	TWP	RNG	Lease #
1	Pickrel Federal 22-1-4770/Access	22-1	SEnw	1	47	70	WYW151699

3. The proposed engineered well pad shall be clearly staked showing cut/fills on corners and edge of disturbance for the pre-construct.

4. Provide a minimum average of 4 inches of aggregate where grades exceed 8% for stability and erosion prevention.
5. “Once the well is proven as a producer, the Operator must submit for approval, via Sundry Notice, the proposal for produced water disposal as required by Onshore Order #7.”

Wildlife:

Bald Eagles

The following conditions will alleviate impacts to bald eagles:

1. Surveys for active bald eagle nests and winter roost sites will be conducted within suitable habitat (Belle Fourche River) by a wildlife biologist. Surface disturbing activities will not be permitted within one mile of suitable roosting habitat from November 1 to April 1 prior to survey completion.
2. A minimum disturbance-free buffer zone of 0.5 mile (i.e., no surface occupancy) will be established year-round for all Bald eagle nest sites. A seasonal minimum disturbance-free buffer zone of one mile will be established for all Bald eagle nest sites (February 15 – August 15).
3. A seasonal minimum disturbance-free buffer zone of 1 mile will be established for all bald eagle winter roost sites (November 1 – April 1). These buffer zones and timing may be adjusted based on site-specific information through coordination with, and written approval from, the USFWS.
4. Within 0.5 mile of bald eagle winter roost sites additional measures such as remote monitoring and restricting maintenance visitation to between 9:00am and 3:00pm are necessary to prevent disturbance (November 1 – April 1).

Raptors

The following conditions will alleviate impacts to raptors:

1. No surface disturbing activity shall occur within 0.5 mile of all raptor nests depicted in the map below, from February 1 through July 31, annually, prior to a raptor nest occupancy survey.
 - a. Surveys to document nest occupancy shall be conducted by a biologist, following the most current BLM protocol, between April 15 and June 30. All survey results shall be submitted in writing to a Buffalo BLM biologist and approved prior to surface disturbing activities. A 0.5 mile timing restriction will be applied if a nest is identified as active.
 - b. Surveys for new raptor nests shall be conducted during the construction phase of the project and 5 years following completion of the project within the POD. Surveys shall occur throughout the entire POD and 0.5 mile outside of the POD boundary between April 15 and June 30, and prior to or during the first nest occupancy check. A seasonal timing restriction (February 1 through July 31) will be added to surface disturbing activities within 0.5 miles of any newly discovered nests.
2. If an undocumented raptor nest is located during project construction or operation, the Buffalo Field Office (307-684-1100) shall be notified within 24 hours.

Sage-grouse

1. No surface disturbing activities are permitted during sage-grouse breeding and nesting periods (March 15 – June 30), for project components located within 2 miles of the Yellowhammer sage-grouse lek. This condition will be implemented on an annual basis for the duration of surface disturbing activities.
2. A sage-grouse survey will be conducted by a biologist following the most current WGFD protocol. All survey results shall be submitted no later than July 31 of the current year. This condition will be implemented on an annual basis for the duration of surface disturbing activities.
 - a. If a previously unknown lek is identified during surveys (April 1-May 7), a Buffalo BLM biologist shall be notified.

STANDARD

General

1. If any cultural values [sites, artifacts, human remains (Appendix L PRB FEIS and ROD)] are observed during operation of this lease/permit/right-of-way, they will be left intact and the Buffalo Field Manager notified. The authorized officer will conduct an evaluation of the cultural values to establish appropriate mitigation, salvage or treatment. The operator is responsible for informing all persons in the area who are associated with this project that they will be subject to prosecution for knowingly disturbing historic or archaeological sites, or for collecting artifacts. If historic or archaeological materials are uncovered during construction, the operator is to immediately stop work that might further disturb such materials, and contact the authorized BLM officer (AO). Within five working days the AO will inform the operator as to:
 - whether the materials appear eligible for the National Register of Historic Places;
 - the mitigation measures the operator will likely have to undertake before the site can be used (assuming in situ preservation is not necessary); and,
 - a time-frame for the AO to complete an expedited review under 36 CFR 800.11 to confirm, through the State Historic Preservation Officer, that the findings of the AO are correct and that mitigation is appropriate. The AO will provide technical and procedural guidelines for the conduct of mitigation. Upon verification from the AO that the required mitigation has been completed, the operator will then be allowed to resume construction measures.
2. If paleontological resources, either large or conspicuous, and/or a significant scientific value are discovered during construction, the find will be reported to the Authorized Officer immediately. Construction will be suspended within 250 feet of said find. An evaluation of the paleontological discovery will be made by a BLM approved professional paleontologist within five (5) working days, weather permitting, to determine the appropriate action(s) to prevent the potential loss of any significant paleontological values. Operations within 250 feet of such a discovery will not be resumed until written authorization to proceed is issued by the Authorized Officer. The applicant will bear the cost of any required paleontological appraisals, surface collection of fossils, or salvage of any large conspicuous fossils of significant scientific interest discovered during the operation.
3. Please contact Andy Perez, Natural Resource Specialist, at (307) 684-1166, Bureau of Land Management, Buffalo, if there are any questions concerning the following surface use COAs.

DRILLING AND PRODUCTION OPERATIONS

1. Verbal notification shall be given to the Authorized Officer at least 24 hours before formation tests, BOP tests, running and cementing casing, and drilling over lease expiration dates.
2. New hard-band drill pipe shall not be rotated inside any casing. Hard-band drill pipe shall be considered new until it has been run at least once.
3. All Blow Out Prevention Equipment tests shall include a 5 minute low pressure test between 250 psi and 500 psi with no drop in pressure with the only exception being the chokes. The chokes are only required to have the high pressure test held for a minimum length of time necessary to verify their functional integrity.
4. All operations must be conducted in accordance with all applicable laws and regulations: with the lease terms, Onshore Oil and Gas Orders, NTL's; and with other orders and instructions of the Authorized Officer, unless a variance has been granted in writing by the Authorized Officer.

5. The Operator shall install an identification sign consistent with the requirements of 43 CFR 3162.6 immediately upon or before the completion of the well pad construction operations.
6. All Blow Out Prevention Equipment rated 5M or greater shall be isolated from the casing and tested to stack working pressure. All Blow Out Prevention Equipment tests shall be performed by a suitable test pump, not the rig-mud pumps and recorded on a chart. The chart shall be submitted to the Buffalo Field Office.
7. Low test on Blow Out Prevention Equipment shall be performed and passed before moving onto the high test for each component.
8. If there are indications of inadequate primary cementing of the surface, intermediate, or production casing strings; such as but not limited to no returns to surface, cement channeling, fallback or mechanical failure of equipment, the operator will evaluate the adequacy of the cementing operations. This evaluation will consist of running a cement bond log (CBL) or an alternate method approved by the Authorized Officer (AO) no sooner than 12 hours and no later than 24 hours from the time the cement was first pumped.
9. If the evaluation indicates inadequate cementing, the operator shall contact a BLM Buffalo Field Office Petroleum Engineer for approval of remedial cementing work.
10. The adequacy of the remedial cementing operations shall be verified by a cement bond log (CBL) or an alternate method approved by the Authorized Officer (AO). All remedial work shall be completed and verified prior to drilling out the casing shoe or perforating the casing for purposes other than remedial cementing.
11. The cement mix water used must be of the same water quality used to develop the cement program.
12. All oil and gas operations shall be conducted in a manner to prevent the pollution of all freshwater resources. All fresh waters and waters of present or probable future value for domestic, municipal, commercial, stock or agricultural purposes will be confined to their respective strata and shall be adequately protected. Special precautions will be taken to guard against any loss of artesian water from the strata in which it occurs and the contamination of fresh water by objectionable water, oil, condensate, gas or other deleterious substance to such fresh water.
13. Any changes to the approved drilling plan and/or these conditions of approval shall be approved by the BLM-Buffalo Field Office Petroleum Engineer prior to being implemented.

After hour's numbers:

Supervisory Petroleum Engineer: Matthew Warren Cell Telephone: 307-620-0103

Petroleum Engineer: William Robbie Cell Telephone: 307-TBD

Petroleum Engineer: Jack Hanson Cell Telephone: 307-746-5087

Construction

1. Construction and drilling activity will not be conducted using frozen or saturated soil material during periods when watershed damage or excessive rutting is likely to occur.
2. Remove all available topsoil (depths vary from 4 inches on ridges to 12+ inches in bottoms) from constructed well locations including areas of cut and fill, and stockpile at the site. Topsoil will also be salvaged for use in reclamation on all other areas of surface disturbance (roads, pipelines, etc.). Clearly segregate topsoil from excess spoil material. Any topsoil stockpiled for one year or longer will be signed and stabilized with annual ryegrass or other suitable cover crop.

3. The operator will not push soil material and overburden over side slopes or into drainages. All soil material disturbed will be placed in an area where it can be retrieved without creating additional undue surface disturbance and where it does not impede watershed and drainage flows.
4. Construct the backslope no steeper than ½:1, and construct the foreslope no steeper than 2:1, unless otherwise directed by the BLM Authorized Officer.
5. Maintain a minimum 20-foot undisturbed vegetative border between toe-of-fill of pad and/or pit areas and the edge of adjacent drainages, unless otherwise directed by the BLM Authorized Officer.
6. To minimize electrocution potential to birds of prey, all overhead electrical power lines will be constructed to standards identified by the Avian Power Line Interaction Committee (2006).
7. The reserve pit will be oriented to prevent collection of surface runoff. After the drilling rig is removed, the operator may need to construct a trench on the uphill side of the reserve pit to divert surface drainage around it. If constructed, the trench will be left intact until the pit is closed.
8. The reserve pit will be lined with an impermeable liner if permeable subsurface material is encountered. An impermeable liner is any liner having a permeability of less than 10⁻⁷ cm/sec. The liner will be installed so that it will not leak and will be chemically compatible with all substances that may be put in the pit. Liners made of any man-made synthetic material will be of sufficient strength and thickness to withstand normal installation and pit use. In gravelly or rocky soils, a suitable bedding material such as sand will be used prior to installing the liner.
9. The reserve pit will be constructed so that at least half of its total volume is in solid cut material (below natural ground level).
10. Culverts will be placed on channel bottoms on firm, uniform beds, which have been shaped to accept them, and aligned parallel to the channel to minimize erosion. Backfill will be thoroughly compacted.
11. The minimum diameter for culverts will be 18 inches. However, all culverts will be appropriately sized in accordance with standards in BLM Manual 9113.
12. Construction and other project-related traffic will be restricted to approved routes. Cross-country vehicle travel will not be allowed.
13. Maximum design speed on all operator constructed and maintained roads will not exceed 25 miles per hour.
14. Pipeline construction shall not block nor change the natural course of any drainage. Pipelines shall cross perpendicular to drainages. Pipelines shall not be run parallel in drainage bottoms. Suspended pipelines shall provide adequate clearance for maximum runoff.
15. Pipeline trenches shall be compacted during backfilling. Pipeline trenches shall be routinely inspected and maintained to ensure proper settling, stabilization and reclamation.
16. During construction, emissions of particulate matter from well pad and road construction would be minimized by application of water or other non-saline dust suppressants with at least 50 percent control efficiency. Dust inhibitors (surfacing materials, non-saline dust suppressants, and water) will be used as necessary on unpaved roads that present a fugitive dust problem. The use of chemical dust suppressants on public surface will require prior approval from the BLM Authorized Officer.

17. Operators are required to obtain a National Pollution Discharge Elimination System (NPDES) Storm Water Permit from the Wyoming DEQ for any projects that disturb five or more acres (changing to one acre in March 2005). This general construction storm water permit must be obtained from WDEQ prior to any surface disturbing activities and can be obtained by following directions on the WDEQ website at <http://deq.state.wy.us>. Further information can be obtained by contacting Barb Sahl at (307) 777-7570.
18. The operator shall submit a Sundry Notice (Form 3160-5) to BLM for approval prior to construction of any new surface disturbing activities that are not specifically addressed in the approved APD or POD Surface Use Plan.

Operations/Maintenance

1. Confine all equipment and vehicles to the access road(s), pad(s), and area(s) specified in the approved APD or POD.
2. All waste, other than human waste and drilling fluids, will be contained in a portable trash cage. This waste will be transported to a State approved waste disposal site immediately upon completion of drilling operations. No trash or empty barrels will be placed in the reserve pit or buried on location. All state and local laws and regulations pertaining to disposal of human and solid waste will be complied with.
3. Rat and mouse holes shall be filled and compacted from the bottom to the top immediately upon release of the drilling rig from the location.
4. The operator will be responsible for prevention and control of noxious weeds and weeds of concern on all areas of surface disturbance associated with this project (well locations, roads, water management facilities, etc.) Use of pesticides shall comply with the applicable Federal and State laws. Pesticides shall be used only in accordance with their registered uses and within limitations imposed by the Secretary of Interior. Prior to the use of pesticides on public land, the holder shall obtain from the BLM authorized officer written approval of a plan showing the type and quantity of material to be used, pest(s) to be controlled, method of application, location of storage and disposal of containers, and any other information deemed necessary by the authorized officer to such use.
5. All permanent above-ground structures (e.g. , production equipment, tanks, etc.) not subject to safety requirements will be painted to blend with the natural color of the landscape. The paint used will be a color which simulates "Standard Environmental Colors." The color selected for this Pickrel 22-1 well, is covert green (Environmental color #: 18-0617 TPX)
6. Sewage shall be placed in a self-contained, chemically treated porta-potty on location.
7. The operator and their contractors shall ensure that all use, production, storage, transport and disposal of hazardous and extremely hazardous materials associated with the drilling, completion and production of this well will be in accordance with all applicable existing or hereafter promulgated federal, state and local government rules, regulations and guidelines. All project-related activities involving hazardous materials will be conducted in a manner to minimize potential environmental impacts. In accordance with OSHA requirements, a file will be maintained onsite containing current Material Safety Data Sheets (MSDS) for all chemicals, compounds and/or substances which are used in the course of construction, drilling, completion and production operations.
8. Produced fluids shall be put in test tanks on location during completion work. Produced water will be put in the reserve pit during completion work per Onshore Order #7.

9. The only fluids/waste materials which are authorized to go into the reserve pit are RCRA exempt exploration and production wastes. These include:

- drilling muds & cuttings
- rigwash
- excess cement and certain completion & stimulation fluids defined by EPA as exempt

It does not include drilling rig waste, such as:

- spent hydraulic fluids
- used engine oil
- used oil filter
- empty cement, drilling mud, or other product sacks
- empty paint, pipe dope, chemical or other product containers
- excess chemicals or chemical rinsate

Any evidence of non-exempt wastes being put into the reserve pit may result in the BLM Authorized Officer requiring specific testing and closure requirements.

10. Operators are advised that prior to installation of any oil and gas well production equipment which has the potential to emit air contaminants, the owner or operator of the equipment must notify the Wyoming Department of Environmental Quality, Air Quality Division (phone 307-777-7391) to determine permit requirements. Examples of pertinent well production equipment include fuel-fired equipment (e.g., diesel generators), separators, storage tanks, engines and dehydrators.

DryHole/Reclamation

1. All disturbed lands associated with this project, including the pipelines, access roads, water management facilities, etc. will be expediently reclaimed and reseeded in accordance with the surface use plan and any pertinent site-specific COAs.
2. Disturbed lands will be recontoured back to conform with existing undisturbed topography. No depressions will be left that trap water or form ponds.
3. The fluids and mud must be dry in the reserve pit before recontouring pit area. The operator will be responsible for recontouring of any subsidence areas that develop from closing a pit before it is completely dry. The plastic pit liner (if any) will be cut off below grade and properly disposed of at a state authorized landfill before beginning to recontour the site.
4. Before the location has been reshaped and prior to redistributing the topsoil, the operator will rip or scarify the drilling platform and access road on the contour, to a depth of at least 12 inches. The rippers are to be no farther than 24 inches apart.
5. Distribute the topsoil evenly over the entire location and other disturbed areas. Prepare the seedbed by disking following the contour.
6. Waterbars are to be constructed at least one (1) foot deep, on the contour with approximately two (2) feet of drop per 100 feet of waterbar to ensure drainage, and extended into established vegetation. All waterbars are to be constructed with the berm on the downhill side to prevent the soft material from silting in the trench. The initial waterbar should be constructed at the top of the backslope. Subsequent waterbars should follow the following general spacing guidelines:

Slope (percent)	Spacing Interval (feet)
≤ 2	200
2 – 4	100
4 – 5	75
≥ 5	50

7. The operator will drill seed on the contour to a depth of 0.5 inch, followed by cultipaction to compact the seedbed, preventing soil and seed losses. To maintain quality and purity, the current years tested, certified seed with a minimum germination rate of 80% and a minimum purity of 90% will be used. The seed mix that will be used is in the Pickrel 22-1 POD, MSUP section 10 (Plans for Surface Reclamation, page 11).
8. BLM will not release the performance bond until the area has been successfully revegetated (evaluation will be made after the second complete growing season) and has met all other reclamation goals of the surface owner and surface management agency.
9. A Notice of Intent to Abandon and a Subsequent Report of Abandonment must be submitted for abandonment approval.
10. For performance bond release approval, a Final Abandonment Notice (with a surface owner release letter on split-estate) must be submitted prior to a final abandonment evaluation by BLM.
11. Soil fertility testing and the addition of soil amendments may be required to stabilize some disturbed lands.
12. Any mulch utilized for reclamation needs to be certified weed free.

Producing Well

1. Landscape those areas not required for production to the surrounding topography as soon as possible. The fluids and mud must be dry in the reserve pit before recontouring pit area. The operator will be responsible for recontouring and reseeding of any subsidence areas that develop from closing a pit before it is completely dry.
2. Reduce the backslope to 2:1 and the foreslope to 3:1, unless otherwise directed by the BLM Authorized Officer. Reduce slopes by pulling fill material up from foreslope into the toe of cut slopes.
3. Production facilities (including dikes) must be placed on the cut portion of the location and a minimum of 15 feet from the toe of the back cut unless otherwise approved by the BLM Authorized Officer.
4. A dike will be constructed completely around the production facilities (i.e. production tanks, water tanks, and heater-treater). The dikes for the production facilities must be constructed of impermeable soil, hold 110% of the capacity of the largest tank plus 1-foot of freeboard, and be independent of the back cut.
5. Any chemicals used in treating the wells (e.g., corrosion inhibitor, emulsion breaker, etc.) will be in a secure, fenced-in area with appropriate secondary containment structure (dikes, catchment pan, etc.).
6. The load out line coming from the oil/condensate tank(s) will have a suitable containment structure to capture and recycle any oil spillage that might occur.

7. Individual production facilities (tanks, treaters, etc.) will be adequately fenced off (if entire facility not already fenced off).
8. Any spilled or leaked oil, produced water or treatment chemicals must be reported in accordance with NTL-3A and immediately cleaned up in accordance with BLM requirements. This includes clean-up and proper disposition of soils contaminated as a result of such spills/leaks.
9. Distribute stockpiled topsoil evenly over those areas not required for production and reseed as recommended.
10. Upgrade and maintain access roads and drainage control (e.g., culverts, drainage dips, ditching, crowning, surfacing, etc.) as necessary and as directed by the BLM Authorized Officer to prevent soil erosion and accommodate safe, environmentally-sound access.
11. Prior to construction of production facilities not specifically addressed in the APD/POD, the operator shall submit a Sundry Notice to the BLM Authorized Officer for approval.
12. If not already required prior to constructing and drilling the well location, the operator shall immediately upgrade the entire access road to BLM standards (including topsoiling, crowning, ditching, drainage culverts, surfacing, etc.) to ensure safe, environmentally-sound, year-round access.
13. Waterbars shall be installed on all reclaimed pipeline corridors per the guidelines in A.4.2.4 #6.

Appendix A: RECLAMATION REQUIREMENTS, WY BLM

The following Reclamation Requirements apply to all surface disturbing activities, including BLM initiated activities, and must be addressed in each reclamation plan. These requirements also must be met prior to release of the bond and/or the reclamation liability. Where these Reclamation Requirements differ from other applicable federal, laws, rules, and regulations, those requirements supersede this policy. State and/or local statutes or regulations may also apply.

1. **Manage all waste materials:**
 - a. Segregate, treat, and/or bio-remediate contaminated soil material.
 - b. Bury only authorized waste materials on site. Buried material must be covered with a minimum of three feet of suitable material or meet other program standards.
 - c. Ensure all waste materials moved off-site are transported to an authorized disposal facility.
2. **Ensure subsurface integrity, and eliminate sources of ground and surface water contamination.**
 - a. Properly plug all drill holes and other subsurface openings (mine shafts, adits etc.).
 - b. Stabilize, properly back fill, cap, and/or restrict from entry all open shafts, underground workings, and other openings.
 - c. Control sources of contamination and implement best management practices to protect surface and ground water quality.
3. **Re-establish slope stability, surface stability, and desired topographic diversity.**
 - a. Reconstruct the landscape to the approximate original contour or consistent with the land use plan.
 - b. Maximize geomorphic stability and topographic diversity of the reclaimed topography.
 - c. Eliminate highwalls, cut slopes, and/or topographic depressions on site, unless otherwise approved.
 - d. Minimize sheet and rill erosion on/or adjacent to the reclaimed area. There shall be no evidence of mass wasting, head cutting, large rills or gullies, down cutting in drainages, or overall slope instability on/or adjacent to the reclaimed area.
4. **Reconstruct and stabilize water courses and drainage features.**
 - a. Reconstruct drainage basins and reclaim impoundments to maintain the drainage pattern, profile, and dimension to approximate the natural features found in nearby naturally functioning basins.
 - b. Reconstruct and stabilize stream channels, drainages, and impoundments to exhibit similar hydrologic characteristics found in stable naturally functioning systems.
5. **Maintain the biological, chemical, and physical integrity of the topsoil and subsoil** (where appropriate).
 - a. Identify, delineate, and segregate all salvaged topsoil and subsoil based on a site specific soil evaluation, including depth, chemical, and physical characteristics.
 - b. Protect all stored soil material from erosion, degradation, and contamination.
 - c. Incorporate stored soil material into the disturbed landscape.
 - d. Seed soils to be stored beyond one growing season, with desired vegetation.
 - e. Identify stockpiles with appropriate signage.

6. **Prepare site for revegetation.**
 - a. Redistribute soil materials in a manner similar to the original vertical profile.
 - b. Reduce compaction to an appropriate depth (generally below the root zone) prior to redistribution of topsoil, to accommodate desired plant species.
 - c. Provide suitable surface and subsurface physical, chemical, and biological properties to support the long term establishment and viability of the desired plant community.
 - d. Protect seed and seedling establishment (e.g. erosion control matting, mulching, hydro-seeding, surface roughening, fencing, etc.)
7. **Establish a desired self-perpetuating native plant community.**
 - a. Establish species composition, diversity, structure, and total ground cover appropriate for the desired plant community.
 - b. Enhance critical resource values (e.g. wildlife, range, recreation, etc.), where appropriate, by augmenting plant community composition, diversity, and/or structure.
 - c. Select genetically appropriate and locally adapted native plant materials based on the site characteristics and ecological setting.
 - d. Select non-native plants only as an approved short term and non-persistent alternative to native plant materials. Ensure the non-natives will not hybridize, displace, or offer long-term competition to the endemic plants, and are designed to aid in the re-establishment of native plant communities.
8. **Reestablish complementary visual composition**
 - a. Ensure the reclaimed landscape features blend into the adjacent area and conform to the land use plan decisions.
 - b. Ensure the reclaimed landscape does not result in a long term change to the scenic quality of the area.
9. **Manage Invasive Plants**
 - a. Assess for invasive plants before initiating surface disturbing activities.
 - b. Develop an invasive plant management plan.
 - c. Control invasive plants utilizing an integrated pest management approach.
 - d. Monitor invasive plant treatments.
10. **Develop and implement a reclamation monitoring and reporting strategy.**
 - a. Conduct compliance and effectiveness monitoring in accordance with a BLM (or other surface management agency) approved monitoring protocol.
 - b. Evaluate monitoring data for compliance with the reclamation plan.
 - c. Document and report monitoring data and recommend revised reclamation strategies.
 - d. Implement revised reclamation strategies as needed.
 - e. Repeat the process of monitoring, evaluating, documenting/reporting, and implementing, until reclamation goals are achieved.